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Employer-Sponsored Vanpooling In Ontario -- An Inventory '85

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Share-A-Ride

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Abstract:
To determine the extent of vanpooling's diversity among employer-sponsored programs, Share-A-Ride conducted a survey of Ontario's vanpool administrators in early 1983 and have updated it yearly. The inventory is excellent source material for a company considering the implementation of a vanpool program and provides current operators with the opportunity to exchange information about their programs.

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1/ INTRODUCTION

Vanpooling is a flexible concept, easily adaptable to different company environments and levels of company support. It works successfully in both office and factory situations and has been accepted by employees in a great number of occupational areas.

The companies offering vanpooling are very satisfied with their programs. As well as reducing parking congestion or easing relocation impact, many have realized the additional benefits of improved employee morale, increased productivity, and favourable publicity.

To determine the extent of vanpooling's diversity among employer sponsored programs, Share-A-Ride conducted a survey of Ontario's vanpool administrators in early 1983. The original survey has since been updated yearly. In all, 12 companies operating a total of 129 vanpools responded to Share-A-Ride's request for information this year.

The topics dealt with included:

- Program Status
- Company Features
- Company Support
- Incentives
- Operational Features
- Van Specifications/Options/Disposal
- Maintenance
- Operating Costs
- Insurance Coverage/Costs
- Fares

Besides providing Share-A-Ride with valuable information, the inventory is excellent source material for a company considering the implementation of a vanpool program, and provides current operators with the opportunity to exchange information about their programs. Share-A-Ride would like to thank all of the administrators involved for the time they took to reply to the survey and for their overall co-operation in this endeavour.

Specific questions about any of the programs may be directed to program administrators listed in the inventory. Additional information may be obtained from:

Share-A-Ride
Ministry of Transportation and Communications
1201 Wilson Avenue
Downsview, Ontario
M3M 1J8
(416) 248-7296

2/ INVENTORY HIGHLIGHTS

Survey results are based on the responses of 12 Ontario employers operating a total of 129 vanpools.

2.1/ Status

- The number of vanpools operating in Ontario has grown steadily since 1977 when the Public Vehicles Act was amended to permit vanpooling (see Figure 1, Growth of Employer Sponsored Vanpools in Ontario).

- In 1984 there was a 2.4% increase in the number of employer sponsored vanpools.

- In 1984, two companies increased the size of their programs.

- In 1984, two companies reduced the size of their programs due to lack of employee interest, layoffs, and not meeting costs.

- In 1984, two companies terminated their programs due to lack of employee interest - the companies were having to subsidsize programs.

- The number of vans in company programs varies from one to 66 vans (see Figure 2, Size of Program).

- The typical pilot program starts with two or three vanpools.

- Three companies indicated that they will expand their programs within the next year.

- Three other companies consider expansion a possibility within the next year.

2.2/ Company Features

- Three companies operate vanpools at more than one work-site.

- Seventy-five percent of the sites have workforces of more than 600 employees.

- Two worksites have workforces of less than 200 employees.
- Sixty percent of the vanpools involve employees who are on shiftwork.
- Vanpools operate successfully at both office and factory locales.
- Employee relations, saving energy and parking problems are the three most frequently mentioned factors that motivated companies to start vanpooling programs, followed by company relocation.
- The most frequently mentioned corporate benefit of vanpooling is favourable corporate publicity, followed by improved punctuality and reduced parking congestion.

2.3/ Company Support

- All 12 companies surveyed provide program administration at no cost to participants.
- Two companies absorb 100% of the insurance premium cost on their vanpools.
- Eleven companies provide priority parking privileges for their vanpoolers.
- Seven companies charge low or no interest on money advanced to the program.
- Ten companies have automatic payroll deduction for collection of fares.
- Three companies estimate a resale value for the van which is higher than the industry average.
- Seven companies provide a grace period if ridership falls below a certain level.

- Other types of company support mentioned:
  - liberal personal usage policy for employees with a Class F licence;
  - company pays for driver training;
  - free parking for vans;
  - drivers can use company gas pumps to purchase gasoline;
  - company mechanics do oil changes and minor maintenance to vans for material costs only.

- All companies but one do not charge the driver for the ride to work. The other one has a reduced rate.

- All the companies allow the driver personal use of the van.

- Eleven companies offer the driver the right of first refusal to purchase the van after its service life.

- Eight companies use an incentive fare system as a benefit to the driver.

- Backup drivers' incentives vary among companies.

- Seven companies offer backup personal use (usually with main driver's consent).

- Four companies' backups are paid by driver when he/she drives.

- Two companies offer backup right of refusal after driver.

2.4/ Operational Features

- Two companies allow non-employees to ride in their vanpools.

- Five companies require that vanpool drivers take a driver education course.

- Eighty-nine percent of vanpoolers have door-to-door service.

2.5/ Vans

- Eleven companies have 12 seats in their vans, and one company has 11 seats.

- Propane is an increasingly popular fuel for vanpool vehicles. Five of the companies surveyed operate a total of 23 (18%) propane vans. Nine companies would consider using propane in the future.

- Almost all of the companies provide standard options on their vehicles, i.e., steel belted radial tires, air conditioning, AM-FM radio, tinted glass, cloth seats, rust proofing and hinge doors.

- Six companies lease their vans, and six have purchased them.

2.6/ Operating Costs

- For vans using gasoline, the average per kilometre operating cost is 16.89¢/km*.

- For vans using propane, the average per kilometre operating cost is 10.35¢/km*.

*Unable to include all the vanpools in this statistic.

2.7/ Insurance

- Companies insure for at least $1M public liability, but many have a much higher coverage under the company's umbrella coverage.

- Five companies are self-insured for collision.

- The vans have been driven a total of 10.5 million km since being put into service and there have been a total of 22 accidents during that time (50% were the fault of the driver).

2.8/ Fares

- The average daily round trip commuting distance is 81 km.

- There is a great range in the fares charged to riders (see Figure 3, Range of Weekly Fares). These differences reflect the level of company support, type of fuel used, optional equipment on vans, and length of time in operation.

2.9/ Carpool Program

- Three companies also provide a carpool matching service. Vanpool and carpool services tend to compliment each other.

2.10/ Savings

- The 129 employer sponsored vanpools represented in this survey contribute to the following:

  - estimated saving of 2.6 million L of gasoline annually,
  - a reduction of 17 million vehicle kilometres annually,
  - a 900 car reduction in demand for road space and parking.

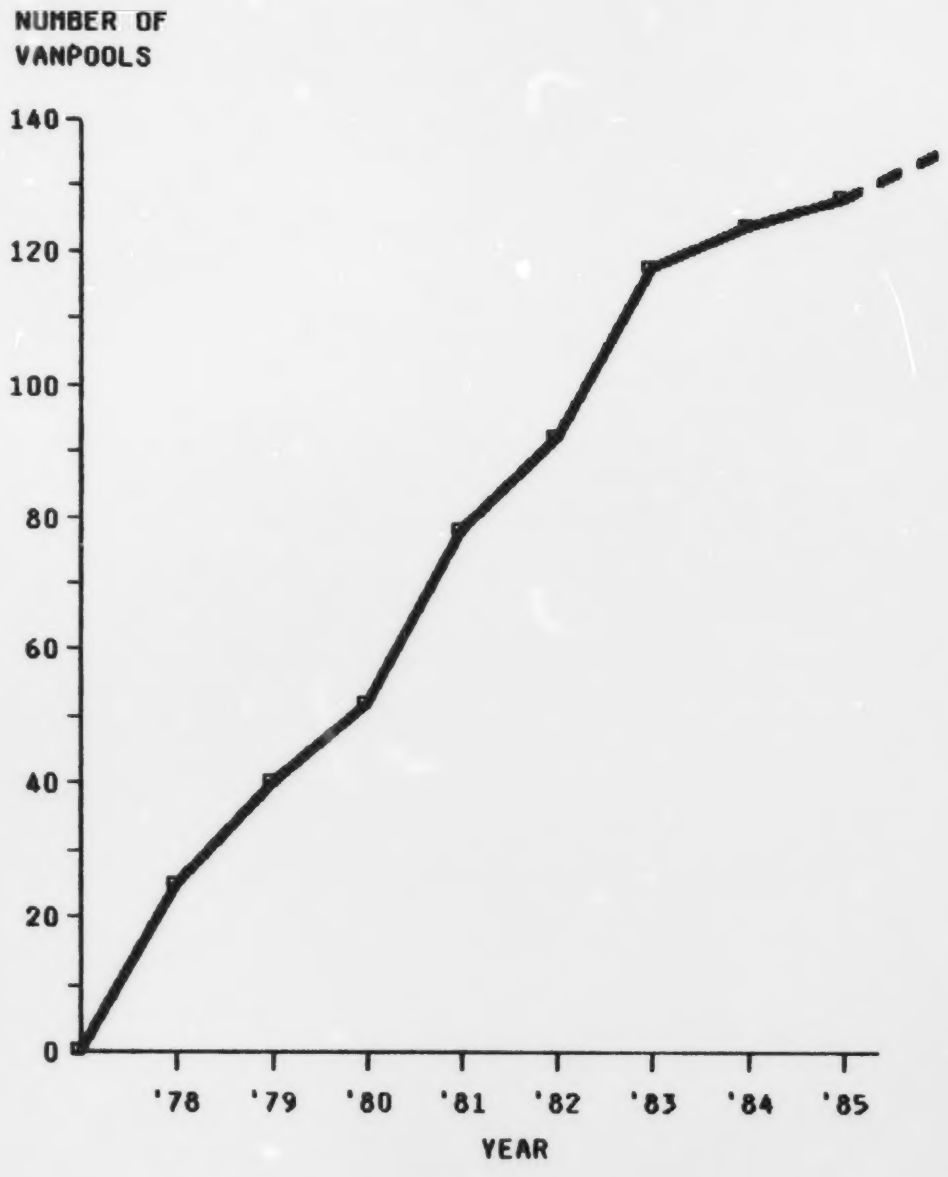


Figure 1/ Growth of Employer Sponsored Vanpooling in Ontario

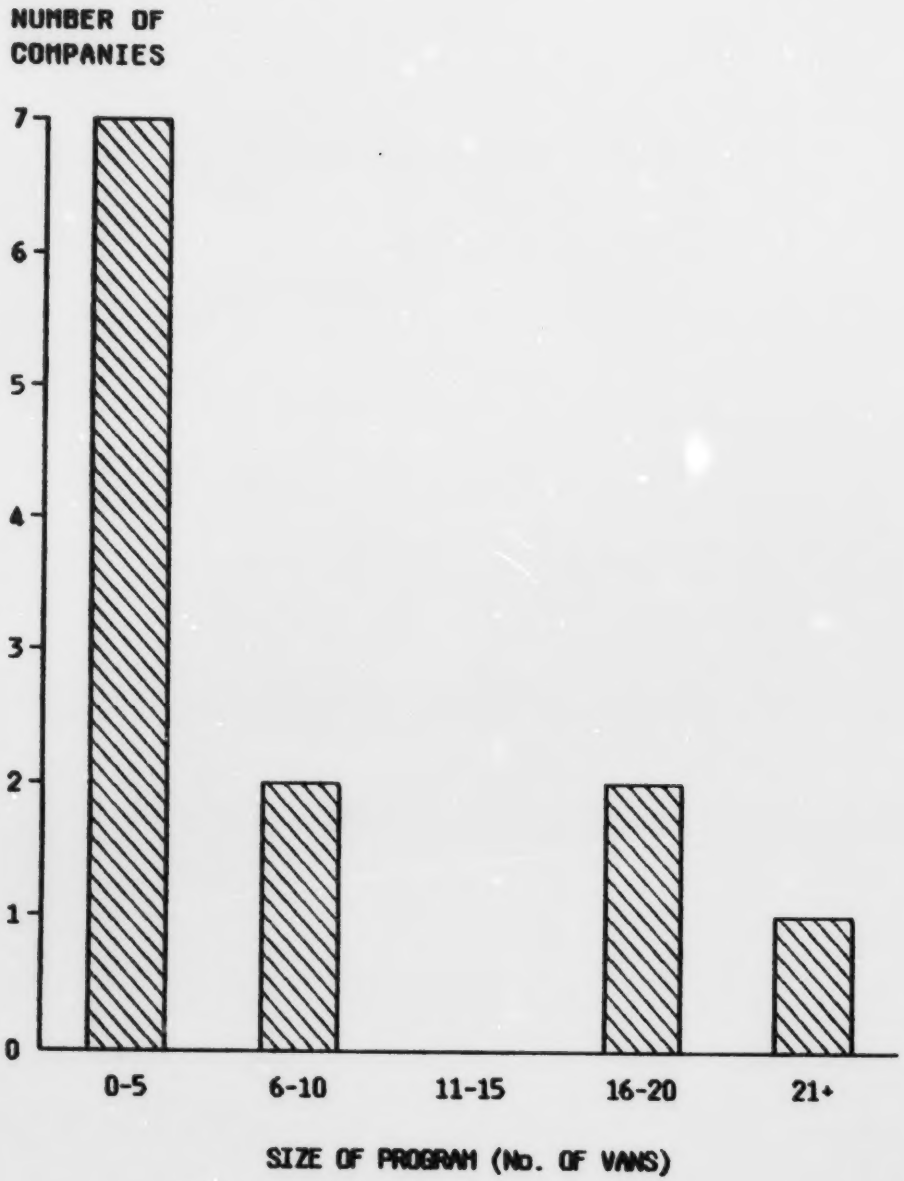
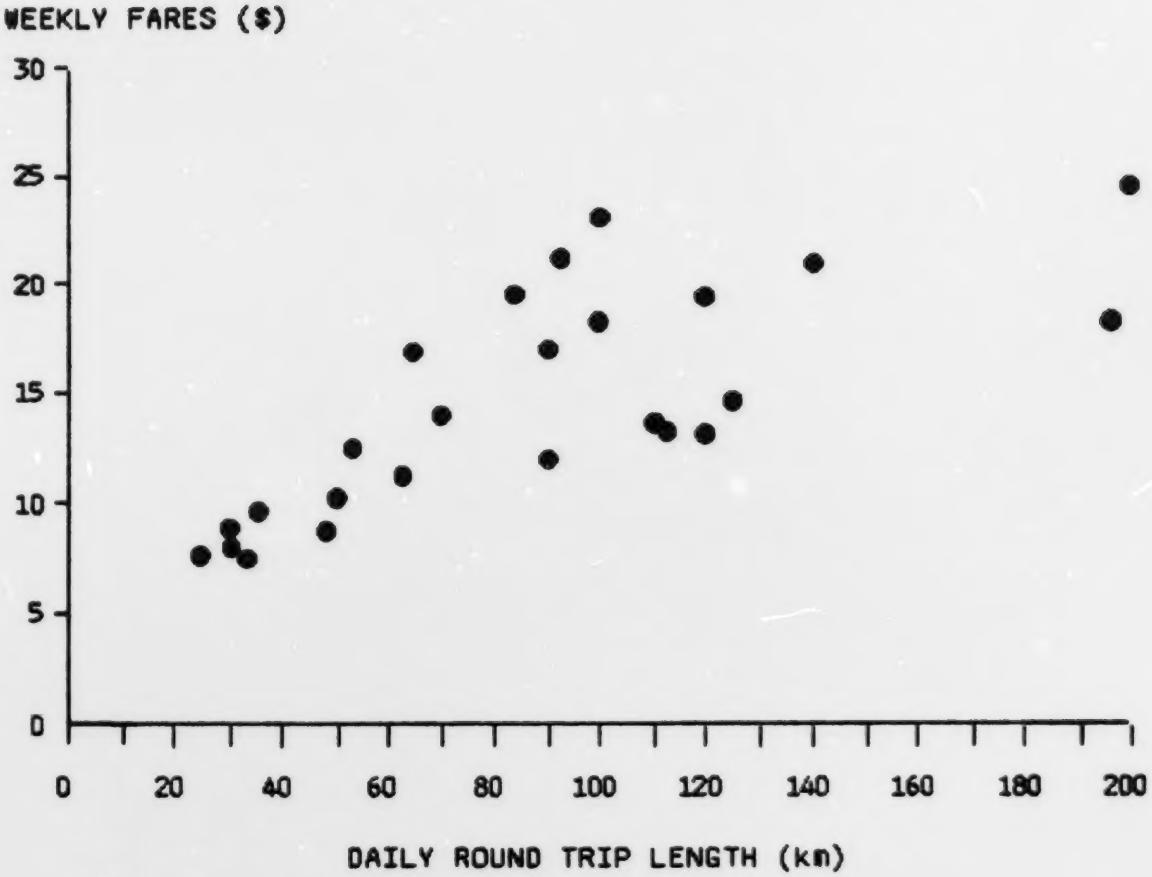


Figure 2/ Program Size



* Includes Highest, Lowest and Average Fares (if available) for Each Company

Figure 3/ Range of Weekly Fares

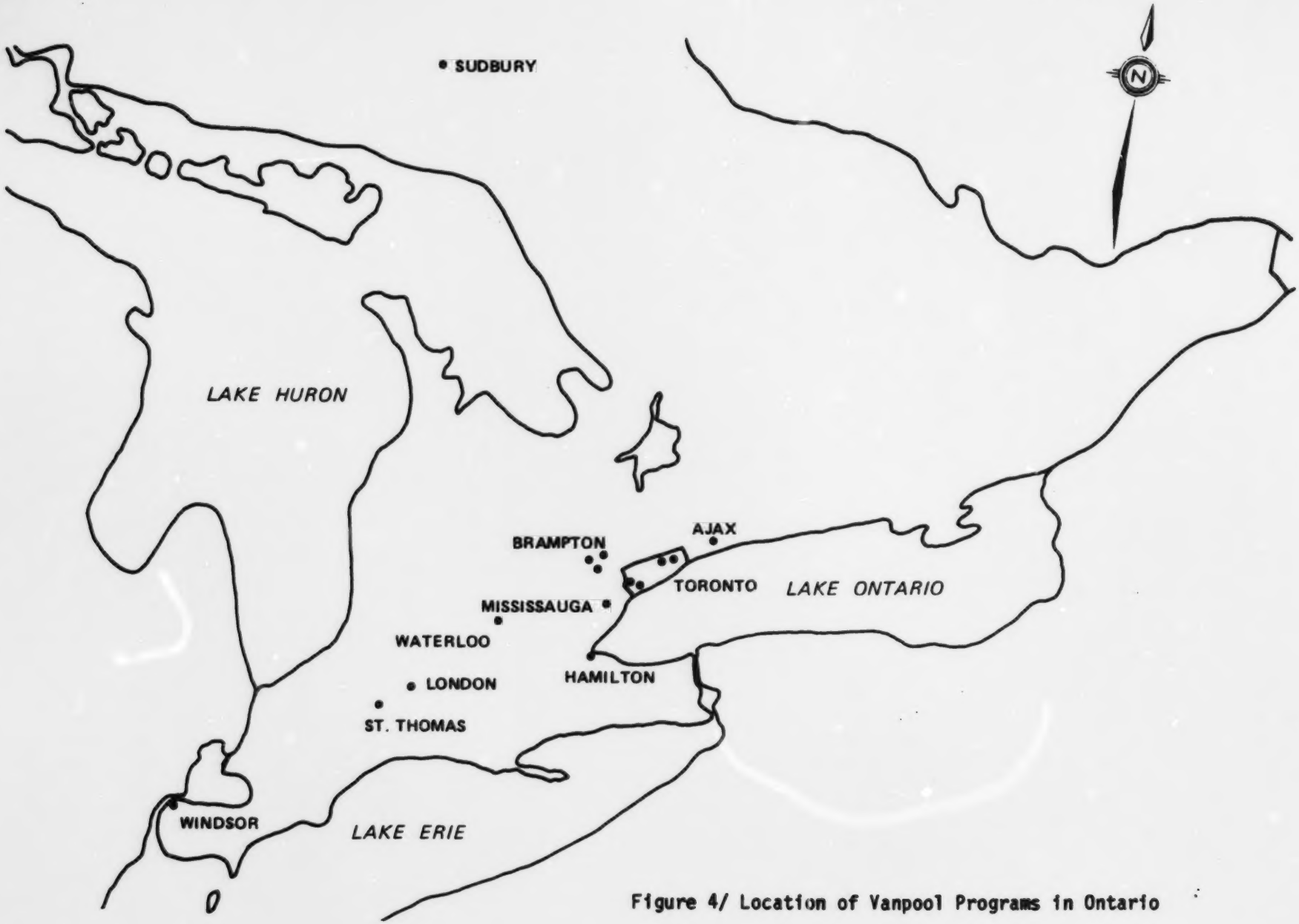


Figure 4/ Location of Vanpool Programs in Ontario

3/ INVENTORY OF EMPLOYER SPONSORED VANPOOLS

3.1/ CHRYSLER CANADA

Address: 2450 Chrysler Centre
Windsor, Ontario
N9A 4H6

Administrator: Norman Wheeler

Telephone Number: (519) 973-2061

Program Initiation Date: April 1977

Number of Vans in Pilot Program: 10

Maximum Number of Vans in Program: 66

Current Number of Vans Sponsored: 66 (Plus three backup vans).

WORK LOCATION	NUMBER OF VANS	NUMBER OF EMPLOYEES	SHIFT
Ajax Trim Plant	13	1800	yes
Pilette Road	33	2900	yes
Windsor Assembly	13	5400	yes
Chrysler Centre	7	1000	no

What factor(s) motivated the company to start a vanpool program? Parking problem, employee relations, save energy.

What benefits has the company experienced as a result of the vanpool program? Reduced parking congestion, favourable corporate publicity.

Is program expansion anticipated within the next year? Yes. Three are on order at the Ajax Trim Plant and four are on order at the Windsor Assembly Plant.

Is status report available? Yes, produced September 1981. Available to the public.

COMPANY SUPPORT

1. Provides free administration.
2. Liberal personal usage policy to drivers, backups, and passengers with Class F licence.
3. Automatic payroll deduction for collection of fares.
4. Grace period if ridership falls below a certain level.

INCENTIVES

	Priority Parking:	Yes
DRIVER	**Free Ride:**	Yes
	Personal Use:	Yes, unlimited personal use within a 160 km radius of the city. Beyond that, permission of company required. Driver pays for gasoline.
	Incentive Fare:	50% of 11th passenger fare if driver wishes, otherwise used to reduce fares.
	Right of First Refusal:	Yes
BACK-UP DRIVER	**Incentives:**	1. Free ride on days he/she drives. 2. Use of van with permission of driver.

OPERATIONAL FEATURES

Is the program open to non-employees? No

Driver Education: No

BACK-UP DRIVER **How often does he/she drive?** Only in the absence of the main driver.

Percentage of riders with door to door service: 95%

VANS

Make: Chrysler **Engine Size:** 360/318V8 **GVW:** 3000 kg
Number of Seats: 12 **Fuel Type:** 14-propane 55-gasoline **Converted:** No

Acquisition: 1-year lease, straight line

Kilometres to date (program total): 6 000 000 km

Will the company consider acquiring propane vans in the future?
Yes

OPTIONS

Steel Belted Radials: Yes	**Tinted Glass:** Yes
Air-conditioning: Yes	**Rust Proofing:** Yes
Radio: Yes, AM-FM	**Cloth Seats:** Yes
Logo: Yes, removable	**Hinge Doors:** Yes

DISPOSAL

Average Service Life Expected: 12 months or 16 000 km

Average Distance Expected: 16 000 km

Average Salvage Value Expected: N/A

Proposed Method of Disposal:
Offer:
1. To driver.
2. Employees-on a first come basis.
3. Sell through leasing company.

MAINTENANCE

Location: Chrysler's own garage.

Regular Maintenance Service Interval: Every 5000 km. Program charged 0.01 /km to cover maintenance expenses. Every 4000 km for propane vehicles in company service facilities.

Maintenance Contract: No

ESTIMATED OPERATING COSTS 10.95¢/km

INSURANCE

	AMOUNT	COST
Liability Coverage	Under company fleet policy	N/A
Collision-Comprehensive	Self-insured with collision accrual	$17/mo/van
How many accident claims has the program had since its inception?	2	
In how many of these accidents was the company vanpool driver responsible?	None	

FARES

DAILY ROUND TRIP LENGTH		
Longest:	169.6 km	$18.20/wk
Shortest:	30 km	$ 8.00/wk
Average:	90 km	$12.00/wk

CARPOOL PROGRAM No

COMMENTS N/A

3.2/ CONSUMERS GAS

Address: P.O. Box 650
Scarborough, Ontario
M1K 1E3

Administrator: David Temple

Telephone Number: (416) 495-5122

Program Initiation Date: October 1981

Number of Vans in Pilot Program: 3

Maximum Number of Vans in Program: 3

Current Number of Vans Sponsored: 1

WORK LOCATION	NUMBER OF VANS	NUMBER OF EMPLOYEES	SHIFT
Consumers Road	1	1200	No

What factor(s) motivated the company to start a vanpool program? Parking problem, employee relations, save energy, good corporate image.

What benefits has the company experienced as a result of the vanpool program? Reduced parking congestion, favourable corporate publicity, improved punctuality.

Is program expansion anticipated within the next year? No

Is status report available? No

COMPANY SUPPORT

1. Provides free administration.
2. Grace period if ridership falls below a certain level.

INCENTIVES

	Priority Parking:	Yes
DRIVER	**Free Ride:**	Yes
	Personal Use:	Yes, within a 80 km radius of company. Beyond that company permission required. Driver pays for operating costs.
	Incentive Fare:	Yes, 50% of the 10th and 11th passenger fares.
	Right of First Refusal:	Yes
BACK-UP DRIVER	**Incentives:**	1. Free ride when he/she drives. 2. Personal use and incentive fare (when driving). 3. Right of first refusal to purchase.

OPERATIONAL FEATURES

Is the program open to non-employees? Yes, although company employees get preference, and the van will not go out of its way to accommodate non-employees.

Driver Education: No

BACK-UP DRIVER **How often does he/she drive?** Only in the absence of the main driver.

Percentage of riders with door to door service: 60%

VANS

Make: Chrysler **Engine Size:** 318 **GVW:** 3400 kg
Number of Seats: 12 **Fuel Type:** Gasoline **Converted:** No

Acquisition: 5-year lease, declining balance

Kilometres to date (program total): 467 673 km

Will the company consider acquiring propane vans in the future?
No, but may consider NGV.

OPTIONS

Steel Belted Radials: Yes
Air-conditioning: Yes
Radio: Yes
Logo: Yes, permanent
Tinted Glass: Yes
Rust Proofing: Yes
Cloth Seats: Yes
Hinge Doors: Yes

DISPOSAL

Average Service Life Expected: 5 years

Average Distance Expected: 100 000 km

Average Salvage Value Expected: 25-30% of purchase price

Proposed Method of Disposal:
Offer:
1. To driver
2. To back-up
3. Posted on community notice board
4. At public auction

MAINTENANCE

Location: Consumers Gas own garage

Regular Maintenance Service Interval: According to the company maintenance schedule

Maintenance Contract: No

ESTIMATED OPERATING COSTS 19¢/km

INSURANCE

	AMOUNT	COST
Liability Coverage	$2M	$161/year
Collision-Comprehensive	$100 Deductible	
How many accident claims has the program had since its inception?	None	
In how many of these accidents was the company vanpool driver responsible?	N/A	

FARES*

DAILY ROUND TRIP LENGTH

Longest:	100 km
Shortest:	N/A
Average:	100 km

CARPOOL PROGRAM Will start charging for parking lot; therefore, may initiate a carpool program.

COMMENTS * From Oshawa/Whitby the fare is $92/mth -- $21.90/wk.
From Ajax, the fare is $78/mth -- $18.57/wk.

3.3/ DOFASCO

Address: P.O. Box 460
Hamilton, Ontario
L8N 3J5

Administrator: Nev Galassi

Telephone Number: (416) 544-3761 ext. 3515

Program Initiation Date: November 1981

Number of Vans in Pilot Program: 2

Maximum Number of Vans in Program: 2

Current Number of Vans Sponsored: 2

WORK LOCATION	NUMBER OF VANS	NUMBER OF EMPLOYEES	SHIFT
Hamilton	2	11 000	No

What factor(s) motivated the company to start a vanpool program? Parking problem, employee relations, save energy.

What benefits has the company experienced as a result of the vanpool program? Improved corporate publicity.

Is program expansion anticipated within the next year? Yes, if demand warrants.

Is status report available? No

COMPANY SUPPORT

1. Provides free administration.
2. Drivers can use company gas pumps to purchase gasoline.
3. Company pays for driver training.
4. Automatic payroll deduction for collection of fares.

INCENTIVES

	Priority Parking:	Yes
DRIVER	**Free Ride:**	Yes
	Personal Use:	Yes, but only for in-town trips. Driver pays for gasoline.
	Incentive Fare:	No
	Right of First Refusal:	Yes
BACK-UP DRIVER	**Incentives:**	On days back-up drives, he/she is paid current daily rate by the driver.

OPERATIONAL FEATURES

Is the program open to non-employees? No

Driver Education:

1. Company sponsored driver education
2. Defensive driving
3. B.P. Skid School

BACK-UP DRIVER **How often does he/she drive?** Only in the absence of the main driver.

Percentage of riders with door to door service: 50%

VANS

Make: Chrysler **Engine Size:** 360 **GVW:** 3300 kg
Number of Seats: 12 **Fuel Type:** gasoline **Converted:** No

Acquisition: 4-year lease (1 van), straight line
3-year lease (1 van), straight line

Kilometres to date (program total): 204 200 km

Will the company consider acquiring propane vans in the future?
Yes

OPTIONS

Steel Belted Radials: Yes	**Tinted Glass:** Yes
Air-conditioning: Yes	**Rust Proofing:** No
Radio: Yes, AM-FM	**Cloth Seats:** Yes
Logo: Yes, permanent	**Hinge Doors:** Yes

DISPOSAL

Average Service Life Expected:	4 years and 3 years
Average Distance Expected:	96 000 km
Average Salvage Value Expected:	25% of purchase price
Proposed Method of Disposal:	Offer: 1. To driver 2. Sell through leasing company

MAINTENANCE

Location: At Chrysler dealership

Regular Maintenance Service Interval: Every 6000 km

Maintenance Contract: Yes

ESTIMATED OPERATING COSTS N/A

INSURANCE

	AMOUNT	COST
Liability Coverage	N/A	N/A
Collision-Comprehensive	N/A	N/A
How many accident claims has the program had since its inception?	1	
In how many of these accidents was the company vanpool driver responsible?	None	

FARES

DAILY ROUND TRIP LENGTH

Longest:	116	km	$/wk N/A
Shortest:	95	km	$/wk N/A
Average:	105.5	km	$/wk N/A

CARPOOL PROGRAM Yes, but no incentives are offered.

COMMENTS N/A

3.4/ FORD MOTOR COMPANY OF CANADA LIMITED

Address: The Canadian Road
P.O. Box 2000
Oakville, Ontario
L6J 5E4

Administrator: Del Bedard

Telephone Number: (416) 845-2511

Program Initiation Date: March 1982

Number of Vans in Pilot Program: 1

Maximum Number of Vans in Program: 20

Current Number of Vans Sponsored: 20

WORK LOCATION	NUMBER OF VANS	NUMBER OF EMPLOYEES	SHIFT
Bramalea	3	350	No
St. Thomas	17	3000	Yes

What factor(s) motivated the company to start a vanpool program? Employee relations, save energy, stimulate sales of Ford vans.

What benefits has the company experienced as a result of the vanpool program? Favourable corporate publicity, improved attendance, improved punctuality.

Is program expansion anticipated within the next year? Yes, two vans in Oakville.

Is status report available? No

COMPANY SUPPORT

1. Provides free administration.
2. Low or no interest on money advanced by company to program.
3. Company absorbs insurance premiums.
4. Automatic payroll deduction for collection of fares.
5. Grace period if ridership falls below a certain level.

INCENTIVES

	Priority Parking:	Yes
DRIVER	**Free Ride:**	Yes
	Personal Use:	Yes, 160 km free/month. Above that driver pays company a km rate equal to amount employees receive for using their personal auto for business use.
	Incentive Fare:	50% of 10th and 11th fare is paid by company to driver.
	Right of First Refusal:	No
BACK-UP DRIVER	**Incentives:**	Personal use of van if okayed by main driver.

OPERATIONAL FEATURES

Is the program open to non-employees? No

Driver Education: No

BACK-UP DRIVER **How often does he/she drive?** Only in the absence of the main driver.

Percentage of riders with door to door service: 100%

VANS

Make: Ford **Engine Size:** 351 **GVW:** 3000 kg
Number of Seats: 12 **Fuel Type:** Gasoline **Converted:** No

Acquisition: Leased through Ford for 1 year.

Kilometres to date (program total): 494 000 km

Will the company consider acquiring propane vans in the future?
Yes

OPTIONS

Steel Belted Radials: Yes	**Tinted Glass:** Yes
Air-conditioning: Yes	**Rust Proofing:** Yes
Radio: Yes, AM-FM	**Cloth Seats:** Yes
Logo: Yes, permanent	**Hinge Doors:** Yes

DISPOSAL

Average Service Life Expected:	1 year -- vans change with model year.
Average Distance Expected:	12 000-15 000 km
Average Salvage Value Expected:	N/A
Proposed Method of Disposal:	Sell

MAINTENANCE

Location: At the Ford dealership

Regular Maintenance Service Interval: According to manufacturer's specifications.

Maintenance Contract: No

ESTIMATED OPERATING COSTS 11¢/km

INSURANCE

	AMOUNT	COST
Liability Coverage	$1M	Absorbed by company
Collision-Comprehensive	Self-insured	
How many accident claims has the program had since its inception?	1	
In how many of these accidents was the company vanpool driver responsible?	1	

FARES

DAILY ROUND TRIP LENGTH		
Longest:	125 km	$14.91/wk
Shortest:	50 km	$10.49/wk
Average:	63 km	$11.37/wk

CARPOOL PROGRAM No

COMMENTS N/A

3.5/ GARRETT MANUFACTURING LIMITED

Address: 255 Attwell Drive
Rexdale, Ontario
M9W 5B8

Administrator: Len Kellow

Telephone Number: (416) 675-1411

Program Initiation Date: June 1980

Number of Vans in Pilot Program: 1

Maximum Number of Vans in Program: 10

Current Number of Vans Sponsored: 10

WORK LOCATION	NUMBER OF VANS	NUMBER OF EMPLOYEES	SHIFT
Attwell	9	750	No
Carlingview	1	100	No

What factor(s) motivated the company to start a vanpool program?
Parking problem, employee relations, save energy.

What benefits has the company experienced as a result of the vanpool program? Reduced parking congestion, favourable corporate publicity.

Is program expansion anticipated within the next year? No

Is status report available? No

COMPANY SUPPORT

1. Provides free administration.
2. Company mechanic does oil changes and minor maintenance to vans for material costs only.
3. Company absorbs insurance premiums.
4. Automatic payroll deduction for collection of fares.
5. Estimate high resale values for vans.
6. Grace period if ridership falls below a certain level.

INCENTIVES

	Priority Parking:	Yes
DRIVER	**Free Ride:**	Yes
	Personal Use:	Yes, to a maximum of 100 km/week. Driver pays a per km rate equal to the operating costs.
	Incentive Fare:	Yes. 11th fare is paid from vanpool accounts to driver.
	Right of First Refusal:	Yes
BACK-UP DRIVER	**Incentives:**	On days back-up drives, he/she is paid current daily rate by the driver.

OPERATIONAL FEATURES

Is the program open to non-employees?	Yes. An employees' spouse may also ride; however, vanpool will not go out of its way for non-employees.
Driver Education	Yes. In-house driver training program.
BACK-UP DRIVER How often does he/she drive?	Only in the absence of the main driver.

Percentage of riders with door to door service: 70%

VANS

Make: General Motors **Engine Size:** 350-8 cyl **GVW:** 3000 kg
Number of Seats: 12 **Fuel Type:** 9 vans gasoline, 1 van propane **Converted:** No

Acquisition: Purchased

Kilometres to date (program total): 835 294 km

Will the company consider acquiring propane vans in the future?
Yes

OPTIONS

Steel Belted Radials: Yes

Air-conditioning: Yes

Radio: Yes, AM-FM

Logo: Yes, permanent

Tinted Glass: Yes

Rust Proofing: Yes

Cloth Seats: Some, others are vinyl

Hinge Doors: Yes

DISPOSAL

Average Service Life Expected: 5 years

Average Distance Expected: Not determined

Average Salvage Value Expected: N/A

Proposed Method of Disposal: Offer:
1. To driver
2. To back-up drivers
3. To company employees

MAINTENANCE

Location: Company mechanic does minor tune-ups and oil changes. Major work done by a garage chosen by the company in the area.

Regular Maintenance Service Interval: As the driver deems necessary.

Maintenance Contract: No

ESTIMATED OPERATING COSTS Not assessed on a per km basis. Company adds 10% for maintenance to the monthly gasoline usage and charges the total to the poolers. Fares are reviewed once per year.

INSURANCE

	AMOUNT	COST
Liability Coverage	Under company fleet policy	Nil -- absorbed by company
Collision-Comprehensive	$250 deductible	
How many accident claims has the program had since its inception?	3	
In how many of these accidents was the company vanpool driver responsible?	None	

FARES

DAILY ROUND TRIP LENGTH		
Longest:	200 km	$24.50/wk
Shortest:	70 km	$14.00/wk
Average:	120 km	$19.25/wk

CARPOOL PROGRAM Yes. Three-person carpools get a reserved spot close to the entrance.

COMMENTS The company has two starting times, 7:30 a.m. and 8:30 a.m. With the co-operation of their supervisors, most of the vanpoolers have been able to adjust their start/stop times to suit the vanpool runs.

3.6/ GENERAL FOODS INC.

Address: 95 Moatfield Drive
P.O. Box 1200
Don Mills, Ontario
M3C 3J5

Administrator: Paul Gauthier

Telephone Number: (416) 441-5243

Program Initiation Date: January 1983

Number of Vans in Pilot Program: 1

Maximum Number of Vans in Program: 1

Current Number of Vans Sponsored: 1

WORK LOCATION	NUMBER OF VANS	NUMBER OF EMPLOYEES	SHIFT
Don Mills	1	450	No

What factor(s) motivated the company to start a vanpool program? Employee relations, company relocation.

What benefits has the company experienced as a result of the vanpool program? Favourable corporate publicity.

Is program expansion anticipated within the next year? No

Is status report available? No

COMPANY SUPPORT

1. Provides free administration.
2. Free parking for van available.
3. Low or no interest on money advanced by company to the program.
4. Automatic payroll deduction for collection of fares.

INCENTIVES

	Priority Parking:	No
DRIVER	Free Ride:	Reduced rate.
	Personal Use:	Yes, within a 160 km radius of home. Beyond that, company permission required. Driver pays a per km rate to cover operating costs.
	Incentive Fare:	No
	Right of First Refusal:	Yes
BACK-UP DRIVER	Incentives:	Reduced rate when he/she drives.

OPERATIONAL FEATURES

Is the program open to non-employees?		No
Driver Education:		No
BACK-UP DRIVER	How often does he/she drive?	Back-up drives as required.

Percentage of riders with door to door service: 0%

VANS

Make: Ford **Engine Size:** 351 **GVW:** 3000 kg
Number of Seats: 11 **Fuel Type:** Propane **Converted:** No

Acquisition: Purchased

Kilometres to date (program total): 71 000 km

Will the company consider acquiring propane vans in the future?
No

OPTIONS

Steel Belted Radials: Yes	**Tinted Glass:** No
Air-conditioning: No	**Rust Proofing:** Yes
Radio: No	**Cloth Seats:** No
Logo: Yes, removable	**Hinge Doors:** No

DISPOSAL

Average Service Life Expected:	3 years
Average Distance Expected:	75 000 km
Average Salvage Value Expected:	35% of purchase price
Proposed Method of Disposal:	Offer: 1. To driver 2. Trade-in

MAINTENANCE

Location: At a Local garage

Regular Maintenance Service Interval: Every 8000 km

Maintenance Contract: No

ESTIMATED-OPERATING-COSTS 8.5¢/km

INSURANCE

	AMOUNT	COST
Liability Coverage	$1M -- under fleet Policy	$223/year
Collision-Comprehensive	Self-insured	
How many accident claims has the program had since its inception?	None	
In how many of these accidents was the company vanpool driver responsible?	N/A	

FARES

DAILY ROUND TRIP LENGTH		
Longest:	100 km	$200.00/week*
Shortest:	N/A	
Average:	100 km	$200.00/week

CARPOOL PROGRAM No formal program exists, but carpooling is encouraged by the company.

COMMENTS * $200.00 is divided by the number of riders in the van. Therefore, individual fares fluctuate with ridership.

3.7/ INCO METALS

Address: Copper Cliff, Ontario
P0M 1N0

Administrator: Ken Heron

Telephone Number: (705) 682-2861

Program Initiation Date: October 1980

Number of Vans in Pilot Program: 3

Maximum Number of Vans in Program: 6

Current Number of Vans Sponsored: 1

WORK LOCATION	NUMBER OF VANS	NUMBER OF EMPLOYEES	SHIFT
Copper Cliff Smelter	1	3000	No

What factor(s) motivated the company to start a vanpool program?
Employee relations.

What benefits has the company experienced as a result of the vanpool program? Improved attendance, improved punctuality.

Is program expansion anticipated within the next year? No

Is status report available? No

COMPANY SUPPORT

1. Provides free administration.
2. Low or no interest on money advanced by company to the program.
3. Automatic payroll deduction for collection of fares.
4. Grace period if ridership falls below certain level on start-up only.

INCENTIVES

	Priority Parking:	Yes
DRIVER	Free Ride:	Yes
	Personal Use:	Yes, however, permission required for distances over 200 km or 100 km radius. Drivers charged 18¢/km for personal use.
	Incentive Fare:	Yes, the 11th passenger pays the driver directly.
	Right of First Refusal:	Yes
BACK-UP DRIVER	Incentives:	1. A free ride when he/she drives. 2. Allowed personal use. 3. Next in line to purchase van if driver refuses.

OPERATIONAL FEATURES

Is the program open to non-employees? No

Driver Education: No

BACK-UP DRIVER How often does he/she drive? Only in the absence of the main driver.

Percentage of riders with door to door service: 100%

VANS

Make: Chrysler **Engine Size:** 360 **GVW:** 3300 kg
Number of Seats: 12 **Fuel Type:** Gasoline **Converted:** No

Acquisition: Open lease up to 100 months, declining balance.

Kilometres to date (program total): 247 000 km

Will the company consider acquiring propane vans in the future?
No

OPTIONS

Steel Belted Radials: No	**Tinted Glass:** Yes
Air-conditioning: Yes	**Rust Proofing:** Yes
Radio: Yes, AM-FM	**Cloth Seats:** Yes
Logo: No	**Hinge Doors:** Yes

DISPOSAL

Average Service Life Expected:	4-5 years
Average Distance Expected:	100 000 km
Average Salvage Value Expected:	N/A
Proposed Method of Disposal:	Offer: 1. To driver 2. To backup driver 3. To general public and employees

MAINTENANCE

Location: At Chrysler dealership

Regular Maintenance Service Interval: According to manufacturer's specifications.

Maintenance Contract: No

ESTIMATED-OPERATING-COSTS 15.69¢/km

INSURANCE

	AMOUNT	COST
Liability Coverage	$1M	$540/year
Collision-Comprehensive	$500/$100 deductible	
How many accident claims has the program had since its inception?	1	
In how many of these accidents was the company vanpool driver responsible?	None	

FARES

DAILY ROUND TRIP LENGTH		
Longest:	53 km	$14.00/wk
Shortest:	N/A	
Average:	53 km	$14.00/wk

CARPOOL PROGRAM No

COMMENTS N/A

3.8/ MUTUAL LIFE OF CANADA

Address: 227 King Street South
Waterloo, Ontario
N2J 4C5

Administrator: Don Goodwin

Telephone Number: (519) 888-2579

Program Initiation Date: October 1980

Number of Vans in Pilot Program: 5

Maximum Number of Vans in Program: 6

Current Number of Vans Sponsored: 6

WORK LOCATION	NUMBER OF VANS	NUMBER OF EMPLOYEES	SHIFT
King St.	6	1300	No

What factor(s) motivated the company to start a vanpool program? Alleviate parking problems and save energy.

What benefits has the company experienced as a result of the vanpool program? Reduced parking congestion, favourable corporate policy, improved staff morale.

Is program expansion anticipated within the next year? No

Is status report available? No

COMPANY SUPPORT

1. Provides free administration.
2. Program charged only 4% interest on the money used to purchase the vans.
3. Automatic payroll deduction for collection of fares.
4. Grace period if ridership falls below certain level.

INCENTIVES

	Priority Parking:	Yes
DRIVER	**Free Ride:**	Yes
	Personal Use:	Yes, to a maximum of 500 km/month. Driver pays for gasoline.
	Incentive Fare:	Yes, 10th and 11th passengers' fares paid to driver by company.
	Right of First Refusal:	Yes
BACK-UP DRIVER	**Incentives:**	Determined between driver and backups.

OPERATIONAL FEATURES

Is the program open to non-employees? No

Driver Education: Yes. Defensive driving course.

BACK-UP DRIVER **How often does he/she drive?** Only in the absence of the main driver.

Percentage of riders with door to door service: 75%

VANS

Make: Ford **Engine Size:** 350 **GVW:** 2400 kg
Number of Seats: 12 **Fuel Type:** propane **Converted:** No

Acquisition: Purchased

Kilometres to date (program total): 290 000 km

Will the company consider acquiring propane vans in the future?
Yes

OPTIONS

Steel Belted Radials: Yes	**Tinted Glass:** Yes
Air-conditioning: Yes	**Rust Proofing:** Yes
Radio: Yes, AM-FM	**Cloth Seats:** Yes
Logo: No	**Hinge Doors:** Yes

DISPOSAL

Average Service Life Expected:	7 years
Average Distance Expected:	70 000 km
Average Salvage Value Expected:	30% of purchase price
Proposed Method of Disposal:	Offer: 1. To driver 2. Sell out right, staff, public

MAINTENANCE

Location: Dealership in first year. Thereafter, left to driver's discretion

Regular Maintenance Service Interval: First year, according to manufacturer's specifications. Thereafter, at the discretion of driver. Program charged 2¢/km to cover maintenance expense.

Maintenance Contract: No

ESTIMATED OPERATING COSTS 10.0¢/km

INSURANCE

	AMOUNT	COST
Liability Coverage	$13M	$720/year
Collision-Comprehensive	N/A	
How many accident claims has the program had since its inception?	3	
In how many of these accidents was the company vanpool driver responsible?	1	

FARES

DAILY ROUND TRIP LENGTH		
Longest:	36 km	$9.10/wk
Shortest:	25 km	$7.80/wk
Average:	30 km	$8.20/wk

CARPOOL PROGRAM Yes. Free parking, and a reserved parking spot for carpools with three or more people.

COMMENTS N/A

3.9/ NORTHERN TELECOM

Address: 8200 Dixie Road
P.O. Box 3000
Brampton, Ontario
L6V 2M6

Administrator: Brian Hill

Telephone Number: (416) 451-9150

Program Initiation Date: June 1982

Number of Vans in Pilot Program: 3

Maximum Number of Vans in Program: 3

Current Number of Vans Sponsored: 3

WORK LOCATION	NUMBER OF VANS	NUMBER OF EMPLOYEES	SHIFT
Dixie Road	3	4600	2-no 1-yes

What factor(s) motivated the company to start a vanpool program?
Improve employee relations.

What benefits has the company experienced as a result of the vanpool program? Reduced parking congestion, improved employee morale.

Is program expansion anticipated within the next year? Possibly

Is status report available? No

COMPANY SUPPORT

1. Provide free administration and start-up activities.
2. Automatic payroll deduction for collection of fares.
3. Estimate high resale value for vans.

INCENTIVES

	Priority Parking:	Yes
DRIVER	**Free Ride:**	Yes
	Personal Use:	Yes, to a maximum of 800 km/month. Driver pays a per km rate to cover operating costs (12.5 /km).
	Incentive Fare:	11th fare is paid to driver by the company.
	Right of First Refusal:	Yes
BACK-UP DRIVER	**Incentives:**	Decided between the driver and back-up.

OPERATIONAL FEATURES

Is the program open to non-employees? No

Driver Education: Yes

1. Defensive driving
2. BP Skid School (for main driver only). Main driver trains back-up.

BACK-UP DRIVER How often does he/she drive? At least three times per month

Percentage of riders with door to door service: 85%

VANS

Make: Chrysler **Engine Size:** 360 **GVW:** 3000 kg
Number of Seats: 12 **Fuel Type:** Gasoline **Converted:** No

Acquisition: 4-year lease, declining balance.

Kilometres to date (program total): 175 000 km

Will the company consider acquiring propane vans in the future?
Possibly

OPTIONS

Steel Belted Radials: Yes
Air-conditioning: Yes
Radio: Yes, AM-FM
Logo: Yes, permanent
Tinted Glass: Yes
Rust Proofing: Yes
Cloth Seats: Yes
Hinge Doors: Yes

DISPOSAL

Average Service Life Expected: 4 years, 5 possibly

Average Distance Expected: 80 000-120 000 km

Average Salvage Value Expected: Not determined

Proposed Method of Disposal:
Offer:
1. To driver
2. To back-up driver
3. To passengers
4. Open after above

MAINTENANCE

Location: At Chrysler dealership

Regular Maintenance Service Interval: Serviced every 9500 km. Program charged 1.14¢/km for maintenance.

Maintenance Contract: No, but have purchased an extended warranty to cover parts for five years or 80 000 km, whichever comes first.

ESTIMATED OPERATING COSTS 15.3¢/km

INSURANCE

	AMOUNT	COST
Liability Coverage	$220M	$500/year
Collision-Comprehensive	$200/$25 deductible	
How many accident claims has the program had since its inception?	None	
In how many of these accidents was the company vanpool driver responsible?	N/A	

FARES

DAILY ROUND TRIP LENGTH		
Longest:	140 km	$20.95/wk
Shortest:	65 km	$16.90/wk
Average:	90 km	$17.00/wk

CARPOOL PROGRAM No

COMMENTS N/A

3.10/ 3M Canada

Address: P.O. Box 5757
London, Ontario
N6A 4T1

Administrator: Dawn Scott

Telephone Number: (519) 451-2500

Program Initiation Date: May 1978

Number of Vans in Pilot Program: 5

Maximum Number of Vans in Program: 16

Current Number of Vans Sponsored: 16

WORK LOCATION	NUMBER OF VANS	NUMBER OF EMPLOYEES	SHIFT
Oxford Street	16	1325	No

What factor(s) motivated the company to start a vanpool program?
Parking problem, employee relations, save energy.

What benefits has the company experienced as a result of the vanpool program? Reduced parking congestion, favourable corporate publicity.

Is program expansion anticipated within the next year? No

Is status report available? Yes, produced October 1978 and April 1980. Available to the public.

COMPANY SUPPORT

1. Provides free administration.
2. Low or no interest on money advanced by company to program.
3. Automatic payroll deduction for collection of fares.
4. Grace period if ridership falls below a certain level.

INCENTIVES

	Priority Parking:	Yes
DRIVER	**Free Ride:**	Yes
	Personal Use:	Yes, driver pays a per km rate to cover the operating costs.
	Incentive Fare:	Yes, 9th, 10th and 11th fares are paid to the driver by the company.
	Right of First Refusal:	Yes
BACK-UP DRIVER	**Incentives:**	1. Allowed personal use of the van. 2. Back-up is paid by the main driver in an amount worked out between the two of them.

OPERATIONAL FEATURES

Is the program open to non-employees? No

Driver Education: Yes, a defensive driving course.

BACK-UP DRIVER How often does he/she drive? Except for one van, only in the absence of the main driver.*

Percentage of riders with door to door service: 93%

VANS

Make: Chrysler **Engine Size:** 360 (V-8 factory converted to propane) **GVW:** 3000 kg

Number of Seats: 12 **Fuel Type:** Gasoline **Converted:** No

Acquisition: Purchased

Kilometres to date (program total): 1 360 000 km

Will the company consider acquiring propane vans in the future?
Yes

OPTIONS

Steel Belted Radials: Yes

Air-conditioning: Yes

Radio: Yes, AM-FM

Logo: No

Tinted Glass: Yes

Rust Proofing: Yes

Cloth Seats: Yes

Hinge Doors: Yes

DISPOSAL

Average Service Life Expected: 6 years

Average Distance Expected: N/A

Average Salvage Value Expected: Not sure, about $3000

Proposed Method of Disposal: Offer:
1. To driver
2. Sell through an employee auction

MAINTENANCE

Location: At a local garage

Regular Maintenance Service Interval: According to manufacturer's specifications.

Maintenance Contract: No

ESTIMATED OPERATING COSTS 17.4¢/km

INSURANCE

	AMOUNT	COST
Liability Coverage	Yes	$224.00
Collision-Comprehensive	Self-insured	
How many accident claims has the program had since its inception?	10 (minor)	
In how many of these accidents was the company vanpool driver responsible?	9	

FARES

DAILY ROUND TRIP LENGTH		
Longest:	112 km	$13.21/wk
Shortest:	32 km	$ 7.74/wk
Average:	48 km	$ 8.93/wk

CARPOOL PROGRAM? No organized carpool program exists.

COMMENTS

* One van had three back-up drivers. Each of the four drives one week per month and shares in the excess revenue.
The company promotes vanpooling to the public and other companies.

3.11/ UNION CARBIDE CANADA LIMITED

Address: 7655 Bramalea Road
Brampton, Ontario
L6T 4K5

Administrator: Hans Vaandering

Telephone Number: (416) 792-3210

Program Initiation Date: July 1980

Number of Vans in Pilot Program: 1

Maximum Number of Vans in Program: 1

Current Number of Vans Sponsored: 1

WORK LOCATION	NUMBER OF VANS	NUMBER OF EMPLOYEES	SHIFT
Brampton	1	140	No

What factor(s) motivated the company to start a vanpool program? Company relocation, save energy.

What benefits has the company experienced as a result of the vanpool program? Improved attendance, improved punctuality.

Is program expansion anticipated within the next year? No

Is status report available? Yes

COMPANY SUPPORT

1. Provides free administration.
2. Low or no interest is charged on money advanced by the company for the program
3. Company absorbs insurance premiums.

INCENTIVES

	Priority Parking:	Yes
DRIVER	**Free Ride:**	Yes
	Personal Use:	Yes, limited to 13% of year's total kilometres. Driver pays a rate to cover the cost of fuel.
	Incentive Fare:	No
	Right of First Refusal:	No
BACK-UP DRIVER	**Incentives:**	1. Shares in free ride according to amount of driving done. 2. Personal use of the van if the driver agrees.

OPERATIONAL FEATURES

Is the program open to non-employees? No

Driver Education: No

BACK-UP DRIVER **How often does he/she drive?** Back-ups and main driver share the driving responsibility equally.

Percentage of riders with door to door service: 0%

VANS

Make: General Motors **Engine Size:** 350 **GVW:** 2545 kg
Number of Seats: 12 **Fuel Type:** Propane* **Converted:** No

Acquisition: Purchased

Kilometres to date (program total): 140 000 km

Will the company consider acquiring propane vans in the future?
Yes

OPTIONS

Steel Belted Radials: Yes
Tinted Glass: Yes
Air-conditioning: Yes
Rust Proofing: Yes
Radio: Yes, AM-FM
Cloth Seats: Yes
Logo: No
Hinge Doors: No

DISPOSAL

Average Service Life Expected: 5 years
Average Distance Expected: 150 000 km
Average Salvage Value Expected: 20% of purchase price
Proposed Method of Disposal: Trade-in for a new one

MAINTENANCE

Location: At a Chevrolet dealership

Regular Maintenance Service Interval: According to manufacturer's specifications.

Maintenance Contract: No

ESTIMATED OPERATING COSTS 14.3¢/km

INSURANCE

	AMOUNT	COST
Liability Coverage	Included in company fleet policy	NIL, absorbed by company
Collision-Comprehensive	Self-insured	
How many accident claims has the program had since its inception?	None	
In how many of these accidents was the company vanpool driver responsible?	N/A	

FARES

DAILY ROUND TRIP LENGTH

Longest:	110 km	$13.49/wk
Shortest:	N/A	
Average:	110 km	$13.49/wk

CARPOOL PROGRAM No

COMMENTS * Van started on gasoline, converted to propane in August 1982.

3.12/ WESTINGHOUSE CANADA INC.

Address: Box 5009
Burlington, Ontario
L7R 4B3

Administrator: Nel Cheeseman (Mrs.)

Telephone Number: (416) 528-8811, ext. 4268

Program Initiation Date: January 1981

Number of Vans in Pilot Program: 1

Maximum Number of Vans in Program: 2

Current Number of Vans Sponsored: 2

WORK LOCATION	NUMBER OF VANS	NUMBER OF EMPLOYEES	SHIFT
Switch Gear & Control Division Mississauga	2	75	No

What factor(s) motivated the company to start a vanpool program? Company relocation.

What benefits has the company experienced as a result of the vanpool program? Increased stability of the work force, improved punctuality.

Is program expansion anticipated within the next year? Possibly

Is status report available? No

COMPANY SUPPORT

1. Provides free administration.
2. Automatic payroll deduction for collection of fares.
3. Estimate high resale value for vans.

INCENTIVES

	Priority Parking:	Yes
DRIVER	Free Ride:	Yes
	Personal Use:	Yes, permission required for longer out-of-town trips. Driver pays company 9¢/km.
	Incentive Fare:	No
	Right of First Refusal:	Yes
BACK-UP DRIVER	Incentives:	1. Personal use of van. 2. Paid by the main driver for the days he/she drives.

OPERATIONAL FEATURES

Is the program open to non-employees? No

Driver Education: No

BACK-UP DRIVER How often does he/she drive? Only in the absence of the main driver.

Percentage of riders with door to door service: 0%

VANS

Make: Chrysler **Engine Size:** 360 **GVW:** 3600 kg
Number of Seats: 12 **Fuel Type:** Gasoline **Converted:** No

Acquisition: Purchased

Kilometres to date (program total): 260 000 km

Will the company consider acquiring propane vans in the future?
Yes

OPTIONS

Steel Belted Radials: Yes	**Tinted Glass:** Yes
Air-conditioning: Yes	**Rust Proofing:** Yes
Radio: Yes, AM-FM	**Cloth Seats:** Yes
Logo: No	**Hinge Doors:** Yes

DISPOSAL

Average Service Life Expected:	4 years
Average Distance Expected:	125 000 km
Average Salvage Value Expected:	36% of purchase price
Proposed Method of Disposal:	Offer: 1. To driver 2. To other company employees

MAINTENANCE

Location: At a local Chrysler dealership

Regular Maintenance Service Interval: According to manufacturer's specifications.

Maintenance Contract: No

ESTIMATED OPERATING COSTS 13.65¢/km

INSURANCE

	AMOUNT	COST
Liability Coverage	Under company fleet policy	$240/year
Collision-Comprehensive	$100/$25 deductible	
How many accident claims has the program had since its inception?	1	
In how many of these accidents was the company vanpool driver responsible?	None	

FARES

DAILY ROUND TRIP LENGTH		
Longest:	120 km	$13.20/wk
Shortest:	N/A	
Average:	120 km	$13.20/wk

CARPOOL PROGRAM No

COMMENTS N/A